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MEMORANDUM FOR: Deputy Director for Administration
Deputy Director for Intelligence
Deputy Director for Operations
Deputy Director for Science and Technology
Chairman, Executive Career Service Board

FROM: H. H. Knoche
Deputy Director of Central Intelligence

SUBJECT: FY 1977 Personnel Development Program

1. I have received your FY 1977 PDPs from the Office of Personnel and completed my review of their analysis. I am encouraged by the evidence in the report that the PDP is being properly developed and has become a beneficial tool for effective career management and executive development. The PDP serves the Agency's requirements for executive development while at the same time complying with the Executive Order requiring all agencies to establish and maintain such a system. Particular strengths and possible weak points have been identified in your Career Service consolidated reports and are discussed in the attachments to this memorandum.

2. I have attached for your review a copy of the Agency Consolidated report and the analysis of the same. The analysis includes comparisons by Career Service. It has been most helpful to my understanding of this important aspect of personnel management and trust you will find it equally beneficial. The analysis of the subgroups and Divisions within your Career Services should also be of significant value to you.

H. H. Knoche

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Atts.

(signed) F. W. M. Janney

13 DEC 1976

ORIGINATOR:

F. W. M. Janney
Director of Personnel

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